

**CITY OF SAN DIEGO
M E M O R A N D U M**

DATE: March 15, 2002

TO: Dave Bejarano, Chief of Police
via John Welter, Executive Assistant Chief

FROM: Gary Gollehon, Lieutenant

SUBJECT: Use of Force Task Force Recommendations Update

This report outlines the status of the Use of Force Task Force recommendations. Thirty-one of the 100 recommendations are in various stages of implementation and one recommendation was rejected due to a direct conflict with another recommendation. The Police Department absorbed the costs of implementing the thirty-one recommendations during the past two fiscal years.

Forty additional recommendations are scheduled for implementation over the next fiscal year. The minimum estimated cost to implement these forty recommendations is **\$1,629,395**. The forty recommendations are listed beginning on page 3 of this report.

This report begins by listing the thirty-one Use of Force Task Force recommendations that were implemented in the past and current fiscal year. Reference is by recommendation number and page number from the original recommendation document.

<u>Recommendation #</u>	<u>Page #</u>
1. Adopt revised DP 1.04, Use of Force policy	1
2. Adopt revised force "matrix"	4
3. Adopt revised DP 4.01, Stops, Detentions and Pat-down policy	5
5. Increase Canine Unit teams	7
13. More F.A.T.S. training with emphasis on other force options	19
16. Accountability for items missed during searches	22
17. Adopt revised DP 1.05, Firearms Procedure policy	23
18. Adopt revised DP 1.36, Specialty Munitions policy	24

19. Move “deadly force language” to DP 1.04	25
20. Adopt revised DP 1.03, Pursuit Procedures policy	26
21. Adopt revised DP 1.13, Emergency Vehicle Operation policy	28
22. Violation of traffic laws	29
25. Replacement of light bars	33
26. Install sirens with a higher decibel level	34
43. Continue Vehicle Stop Program as a regular process	55
45. Mediation as an alternative to resolve citizen complaints	57
47. Commitment to change	59
50. Application of force training	62
55. Dialogue on what San Diego wants its police department to be	67
59. Identify perishable skills and provide periodic training	71
65. Maintain Serial Inebriate Program	79
68. Adopt revised DP 6.20, Mental Health Procedures policy	84
69. New DP 6.28, Psychiatric Emergency Response Team policy	85
70. Implement recommendations & provide feedback to Task Force	86
72. Upgrade website	90
74. Partner with Deaf Community Services	94
79. Provide business cards	102
84. Start youth forums	107
85. Community information program about 911	108

95. Amend DP 1.30, Press Release and Media Relations	119
96. Information release at officer involved shootings	120
100. Release of information	124

(Rejected, direct conflict with Recommendation 96)

Recommendations for FY 2003

The following forty recommendations are scheduled for implementation in the next fiscal year. Cost estimates, where available, are listed with each recommendation.

<u>Recommendation #</u>	<u>Page #</u>
5. Increase Canine Unit teams	7
The initial cost to add four additional Canine Unit Teams is approximately \$1,020,000 . (\$255,000 x 4 teams)	
7. Evaluate current defensive tactics curriculum	10
No cost - Evaluation only	
8. Evaluate issuing pepper ball system to all field officers	11
No cost - Evaluation only	
10. Discretion in application of handcuffs/Issue waist chain cuffs	14
The cost to issue waist chain cuffs to all patrol officers is approximately \$70,000	
15. Tuition reimbursement for defensive tactics, stress management and 75% of all costs for college courses	21
This issue requires further study. Tuition reimbursement affects all city employees and may require labor discussions.	
31. Review past internal and external reviews of SDPD processes	43

No cost - Review currently in progress

34. Evaluate officers stress levels, bias, and coping skills 46

A proposal has already been made to create an employee health unit offering department wide peer support. Training could be provided by the Police Department's psychological provider, FOCUS, under their existing contract. A program manager for the health unit would be hired at an approximate cost of **\$90,000** per year in salary and benefits.

35. Real time information regarding citizen complaints 47

Will be available as part of program developed in recommendation 71.
(See recommendation 71 for costs.)

36. Training in customer-oriented communications 48

Requires further study. The costs involved will depend on the curriculum and training resources utilized.

37. Stress management/education resources 49

Requires further study. This could possibly be handled by FOCUS with minimal or no additional costs to the department.

38. Peer counseling telephone hot-line 50

In addition to the cost of a telephone line, there is also a cost per call that cannot be determined at this time. Although volunteers would be utilized, there may be costs involved in the training of the volunteers. Further study is required.

39. Cultural instruction and interaction 51

Requires further study. Actual costs will depend on the extent of the training, who will conduct the training, etc.

40. Conduct racial/cultural sensitivity training	52
Requires further study. This recommendation involves hiring an outside vendor to provide the training.	
41. Racial profiling as element of recruiting, hiring and training	53
Requires further study. This recommendation may involve continuing the existing analysis of traffic stops and conducting community surveys.	
44. Mediation training	56
Requires further study. The costs involved will depend on the curriculum and training resources utilized.	
46. Professional assistance for stress-related problems	58
If this could be handled by FOCUS and/or EAP, there would be no significant new costs.	
53. Continual review of quality of content and instructors	65
Requires further study. The recommendation does not indicate who would be responsible for auditing the classes. There may be a cost involved if it is necessary to contract with outside sources.	
56. Formal mentoring program	68
No cost involved.	
60. Periodic column in newspapers	72
No cost involved.	
61. Video, "Recognizing Mental Illness: A Proactive Approach"	73
No cost involved, video is available from POST.	

62. Increase level of mental health training 74
Requires further study. The costs involved will depend on the curriculum and training resources utilized.
63. Training in stress debriefing 76
Requires further study. The costs involved would depend on the curriculum and training resources utilized.
64. Expand PERT and HOT 77
PERT cost is **\$99,000** per clinician
HOT cost is **\$292,000** per team
66. Resource guide for officers for homeless/mental health issues 81
Requires further study. The costs involved would depend on the resources utilized.
67. Create educational video involving persons with mental illness 82
Requires further study. The costs involved would depend on the training resources utilized.
71. Develop Early Warning System to identify problem employees 88
Cost: **\$50,000**. Attempting to develop a partnership with the Crime Commission for financial assistance. Tampa Police Department will give a presentation on their Early Warning System, in San Diego, April 17-18.
77. Chief on-line to talk with public 99
Requires further study. The costs involved would depend on the resources utilized. The department currently maintains its own website but the implementation of an on-line chat forum would necessitate additional resources.

78. Review Communications hiring, retention, promotion process 100
- No significant cost.
80. Update wallet size public information cards 103
- Was recently distributed in “flyer” form. Wallet cards are available and cost approximately **\$155** per 3000.
81. Video/audio PSA’s regarding Community Partnerships 104
- No cost.
82. Neighborhood Watch Program - Purchase signs 105
- The signs are purchased from a private company. The City cannot produce the signs because the Neighborhood Watch logo is copyrighted. The signs and hardware currently cost **\$80** each. The actual cost of this recommendation would depend on the number of signs needed. One sign for each of the 103 neighborhoods would cost **\$8,240**.
83. Role of Crime Stoppers 106
- No cost could be accomplished via a PSA.
86. Recognition of various police uniforms 110
- No cost could be accomplished via a PSA.
87. PSA’s on emergency vehicle right of way 111
- No cost could be accomplished via a PSA.
88. Award from Department to media 112
- Requires further study. The cost would depend on the type of award, how elaborate the presentation ceremony, the necessity of renting a facility, etc.

89. Open House	113
No cost could be accomplished via a PSA.	
92. Increase Canine demonstrations	116
No cost	
94. Media guidebook	118
In the process of being designed and implemented.	
97. Roundtable discussions	121
No cost	
98. PIO to work weekends	122
Further study needed. Cost analysis and the need for PIO services on the weekend are factors.	
99. Ride-along with Media	123
No cost	

The minimum cost to implement these forty recommendations is **\$1,629,395**. This cost includes four Canine Units, one HOT team, and one PERT team. Increasing the number of these teams would increase the total estimated costs. There are also recurring costs involved in increasing the size of these specialized units and that amount has not been factored into this figure. Additional evaluation on these recommendations is underway.

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